



Dear Voyageur Academy and Voyageur College Prep Staff,

The Voyageur Academy School district (Elementary, Middle, and High School) Board of Directors is responsible for the governance of the academy. We are committed to making sure that Voyageur is improving in every key aspect of providing a quality education for all of our scholars. In an effort to ensure that our scholars/families are receiving the most viable educational services possible, we are engaging in a search process to review possible management companies (educational service providers).

This process is cumbersome and necessary given the external demands of the State of Michigan, and compliance with our Charter School Office (CSO), and the complex challenges of providing quality educational services to all scholars enrolled from kindergarten through 12th grade.

After review of specific academic metrics, we are taking action to ensure that we have the right processes, systems, leadership, and managerial support to better position Voyageur for success. The climate for accountability is strong and we need to show strong progress towards our strategic academic goals. We want to make sure that we are allocating resources where needed to make optimal progress and improvement to scholars performance. We want to realize progress in all metrics including state testing such as M-STEP and SAT, as well as other measures of scholar's growth and achievement.

We have provided specifications to potential management companies inclusive of our current education service provider, Promise Schools. This process will be reviewed in our board meetings and with the highest level of transparency. These meetings are public and staff may come as part of the general public. If any staff so desires you may submit questions by email or ask questions or comments at the appropriate time at our board meetings: (January 16th, February 20th, March 20th, April 17th, May 15th, and June 19th.) Board meetings are typically the third Tuesday of each month and begin at 6:35PM. Special meeting may be scheduled and will be posted accordingly.

Thank you for being part of the Voyageur Family. We have served in this community for 20 years and look forward to continuing to provide quality educational services for years to come. Staffing is one of the most critical components of any school district and it is our hope to provide the opportunities all staff in the Voyageur District who are certified, qualified, and at least have evaluation status of being effective based on Michigan Evaluation standards. If you have any questions please email us at: _____ or leave written correspondence at any of the school offices in a sealed envelope address to the Voyageur Academy Board of Directors.

Sincerely,

Voyageur Academy Board of Directors

**Voyageur Board Request for Proposals (RFP) Process for Management Services:
Information for Voyageur Team Members**

January 9, 2018

Below please find answers to some commonly asked questions regarding the current RFP process underway.

1. *What is the Request for Proposals (RFP) process for management services?*

The Voyageur Board has recently issued a request for proposals (RFP) from management companies who are interested in managing Voyageur Elementary, Voyageur Middle, and Voyageur College Prep for the final year of the school's current charter contract (the 2018-2019 school year) and in working with the Voyageur Board to seek reauthorization of Voyageur's charter contract from Ferris State University next year. The RFP has been publicly posted on Voyageur's website, and you may refer to it for more detailed information about the process. Proposals from interested management companies are due this Friday, January 12.

2. *Does this mean that Promise Schools won't be the management company next year? Why is the Voyageur Board proceeding with this process?*

The Voyageur Board embarking on this process **does not** mean that they are not interested in selecting Promise Schools as the management company for 2018-2019. In fact, this is not an unusual process for a board to go through leading up to its reauthorization year. The board wants to make sure it is moving forward with the strongest partner it can as it seeks reauthorization next year. It is our intention to continue to demonstrate that Promise Schools is that partner and we are confident that our strong mid-year academic results will reaffirm this with the board.

3. *When will we have clarity about the management company for next year? What is the timeline for this process?*

Proposals from interested companies are due Friday, January 12. The Voyageur Board will review submitted proposals and assess Voyageur's mid-year performance data in the several weeks to follow. The Voyageur Board expects to make a final decision by the end of February. As soon as this decision is made, we will update all Voyageur team members.

4. *Will I be able to keep my job if Promise Schools isn't the management company next year?*

We have every hope and confidence that Promise Schools will continue to manage Voyageur next year. But, if the Voyageur Board were to make a change in their management company for the next year, we expect that both the Board and incoming management company would be highly motivated to keep the strong talent we have on our teams. We know this to be true from our own experience, and Voyageur Board President Curtis Wade affirms this in his enclosed letter. The bottom line is that whether at Voyageur or elsewhere, Promise Schools would be committed to making sure that team members have strong opportunities for the 2018-2019 year. We would work to place team members in available positions in other network schools, would invite charter partners in Detroit to come to Voyageur to meet and interview interested team members, and would provide additional placement support for team members as needed.

5. *What happens to my bonus if Promise Schools isn't the management company next year?*

Again, we have every hope and confidence that Promise Schools will continue to manage Voyageur next year. However, Voyageur Board President Curtis Wade provides assurance in his enclosed

letter that no matter the decision made, performance bonuses will be paid out in September for those team members who meet their specified bonus criteria and continue in their roles through the end of the year.

6. *How does this process impact the work we are doing over the next several weeks?*

We don't expect that this RFP process will have any impact on our day-to-day work these next several weeks. We started this school year with our sights set on strong academic growth and our drive toward strong mid-year results continues. As we approach mid-year, some of our early planning for the 2018-2019 school year will begin as well (example: school improvement planning, budget development). We will be continuing with this 2018-2019 work as planned. If you have any questions or concerns about work you are doing in light of this process, please feel free to reach out to your Principal, to Jeremy Linne, or Melissa Hamann to discuss this further.

7. *How should we respond if we are asked questions by families, partners, or others about this process?*

Hopefully, the answers to the questions above will give you the information you need to be able to respond to any questions that may come your way. Sharing that the board is looking to make sure that it is moving forward with the best partner, that we believe Promise Schools is that partner, and we are confident that the great work we're doing this year will continue into next year are probably the three most important points that you can share at this time.

8. *How will Voyageur team members receive additional updates as this process continues?*

Melissa Hamann will send a weekly email to all Voyageur team members every Friday to provide new updates and answer additional questions that have been raised by team members. If you have a question about the process, feel free to reach out directly to Melissa at mhamann@americanpromiseschools.org or cell at (586) 453-9090.